

# WORDS & VISION

UFV FACULTY AND STAFF ASSOCIATION NEWSLETTER

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APRIL 2015



## WORDS & VISION NEWSLETTER

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**John Carroll** | Chief Negotiator

## Solidarity a Rarity at UFV?

There are two parts to this report. In the first part I will try to clarify the process the union will be following during the next few months regarding the re-negotiation of the Collective Agreement. In the second part I would like to address the question raised in the title.

On Wednesday, October 7, the bargaining team and contract committee met for the first time to begin discussing strategy, proposals we would like to bring forward, and our position on proposals we expect management to re-introduce — in particular, those items that were the source of such heated debate a few months ago.

I would remind members that the bargaining team is a five-member subset of the contract committee. The contract committee itself consists of eight members in total with the possibility of adding a few more as we proceed in our preparations for bargaining. I would also like to remind members that in this round, Lesley Burke-O'Flynn, our Federation of Post-Secondary Educators representative, will be at the table throughout negotiations. Lesley was the spokesperson for Kwantlen's union during their recent

contract bargaining.

The bargaining team met with management's team on Wednesday, October 14 to discuss protocol. Actual bargaining dates have not yet been established, but it is reasonable to assume they will begin in early November. Before that can happen, however, the contract committee will be obligated to present its new bargaining package to the members at an EGM. The date for that will be finalized fairly soon. Once a new proposal package has been approved by members, actual bargaining can begin.

During the next few weeks, as the contract committee/bargaining team prepares its bargaining package, it is my intention to be as inclusive as possible in consulting with various stakeholder groups in the university. It is also my intention to stay in touch as much as possible with members, with the understanding that details related to strategy might need to remain only with the committee. I encourage discussion in the public forum that will be provided on the FSA's website. I am also open to discussing concerns with individual members, either face to face or through email.

Although there were several articles in the last failed round to which faculty (for the most part) objected vigorously, there were a number of changes to language that seemed acceptable to members. Those changes, it is hoped, can be incorporated into the new contract without too much fuss. Therefore, I do not anticipate bargaining will take as long this time around as it did in the spring, although one never knows.

This time around the bargaining team will ensure that the executive is fully aware of any tentative agreement that has been negotiated. before the chief negotiator signs anything. Subsequently, when we have such an agreement signed off by management and the FSA, there will be several information forums to explain the new language and finally a ratification vote. Can this vote take place in early December? I am hopeful that it can.

Once we do go into bargaining, I will be making regular reports to members in consultation with our communications chair, Lisa Morry and our president, Sean Parkinson.

### We grow stronger through disagreeing

There is an amazingly rich and varied resource of intelligence at UFV (one of the main reasons why I have found my time here so rewarding). This is true of the members at large and as well those executive members of the FSA who volunteer time and energy in support of faculty and

staff: I'd like to tip my hat here to Lynn Kirkland-Harvey who as chief negotiator developed the survey and collated the material from that survey which was instrumental in putting together the negotiation package, and to Jonathan Hughes who did an enormous amount of work in the last round.

In May and June, we had a highly contentious debate concerning the proposed contract. For the most part the debate was civilized, spirited, intelligent, and on target. It was heartening to hear staff members, responding to the obvious discontent on the part of faculty, saying that they couldn't vote to ratify the contract because they wanted to support faculty, even though staff were generally, if only moderately, pleased with the strictly staff-related changes. I would like to think this would have been faculty's reaction, if the tables were turned.

Where the debate about ratification went wrong, at times, was when the criticisms were directed at the union executive, as if there had been some kind of collusion with management. This is something we must avoid, now more than ever. Let the debate continue. We grow stronger through disagreeing. But let's understand too that we grow weaker when we attack each other. It is the members after all who have the final say and that is through the ballot box.

The last vote was definitive and powerful. United we stand; divided . . . that crunching sound you will hear is the membership throwing itself under the bus.







## “Same work, same rights. It’s not complicated”

**Clare Dale** | Non Regular  
Representative

I am a firm believer in the idea that October, as a month, doesn’t get its fair due. The summer months are celebrated for their sunshine and warmth (not to mention all those vacations we often take); spring has a promise of renewal and hope. Fall months are often seen as lesser cousins, welcomed only because they’re not usually as nasty as the winter months that follow them.

So what does this have to do with anything? Well, I’ll tell you. October is important in many ways: among other things, there’s Thanksgiving (if you’re Canadian) and that candy-centric tradition at the end of the month. But what most people forget, however, is that October is also when Fair Employment Day (and Week) are observed — and while this observance might not be as heart-warming as Thanksgiving or as haunting as Hallowe’en, it is something we all need to take time to remember. In a time where higher education is becoming increasingly corporate and growing numbers of educators are being reduced to the equivalent of modern indentured labourers, acknowledging Fair Employment Day, taking its message to heart and acting to create a more equitable workplace is crucial if academia is to change for the better.

As I write this, the “adjunctificaton” of higher education continues unabated. In the United States, part-time or adjunct professors continue to work under conditions that range from draconian (at worst) to scraping by (at best). Attempts to organize the ever increasing numbers of these adjuncts are happening at a wide range of American institutions; small colleges and universities alike are finding out that they can no longer take for granted the exploitation of a well-educated, experienced and highly-effective work force in order to keep their institutions running (and often running at a profit). In Wisconsin, the ideas of tenure and academic freedom are now coming under attack by legislators and many full-time and tenured professors who thought their jobs secure are learning what it is like to worry about whether or not you will have employment come the next term.

The trend to using part-time professors also continues in Canada, where many part-time or sessional lecturers still find it difficult to assert their rights to a workplace that provides fair access to employment; that provides fair and equitable compensation for their knowledge, experience and contribution; and that promises to engage in open and continuing dialogue about how to improve the working conditions of all who labour in higher education. In Canada, we have the support of CAUT (Canadian Association of University Teachers) who are becoming more active in the fight for recognition, rights and equity for sessional labour; in British Columbia, FPSE (Federation of Post-Secondary Educators) also advocates for part-

time professors and seeks to include sessionals in its work for educational and social justice. This year, FPSE continued its ongoing work for equity with a campaign that states the situation simply and elegantly: “Same work, same rights. It’s not complicated.” And it isn’t.

Solidarity and equity are words that we hear often in the labour movement — we are asked to have solidarity with certain movements or to consider the importance of equity for marginalized groups, for example. Often these words are used together: it is argued that if we strive for one, we cannot but achieve the other. Solidarity and equity are wonderful words but they can be trick concepts that require some thought and contemplation. Don’t think

“Solidarity and equity are wonderful words but they can be trick concepts that require some thought and contemplation”

that I’m arguing against trying to achieve either of these — I’m not. What I am suggesting, however, is that in order to have both we must be aware of the need for both, of their symbiotic relationship and we must use that understanding as a way to create a consensus that will allow us to act in meaningful ways and not simply render well-intentioned lip service.

So, although we may not think of it in these terms, we at UFV are in a unique position this October. We are preparing to return to the bargaining table to craft a new collective agreement that will reflect the desire for solidarity and equity that was recently expressed by our membership. This is an opportunity to act that many associations are not given. And we should be thankful for it and work towards putting the principles of Fair Employment Day into action in our own little world.



## The Medium is Not the Message

**Lisa Morry** | Communications  
Chair

The medium may not be the message. It’s not necessarily how your FSA communicates with you as what we communicate and how often. That’s the advice I got from Leah Squance, the new Federation of Post-Secondary Educators communications staff representative. After what I thought was our epic failure to communicate during the last round of bargaining, I turned to FPSE for advice on doing it right this time. Leah told me that our infrastructure was sound. We have a newsletter, a website with a discussion forum, and we send out bulletins. Not having a Facebook page or twitter as some unions have, is not necessarily a bad thing. “It’s less about what method you’re using but more about content,” Leah said when I spoke to her on the phone a couple of weeks ago. Leah said we should let members know that the executive and bargaining committee are committed to communicating things better this time. We need to be upfront and take ownership of our mistakes. “People need to know their concerns are heard,” Leah said.

Not only have I spoken with Leah, I had a meeting with our bargaining team, including Lesley Burke-O’Flynn, the FPSE staff representative who is part of our bargaining team this round, about communicating during bargaining. We have issued three bulletins about the bargaining process so far and John Carroll has given us an update in this newsletter, but Lesley and other members of the bargaining team had ideas about how we can make it better. Among Lesley’s thoughts: communicating regularly, even if there’s not much to report, a “Did you know” piece in our newsletter, featuring labour

education information, strategies for including all members in union meetings, and finding the positive in all things.

That said, we have been looking at the discussion forum with a critical eye. We’re testing a blog, and working toward implementing a listserv with home email addresses that won’t have to go through the employer’s system. Last week I had to ask Mark Evered for permission to send out FPSE President George Davison’s Fair Employment Day message (that’s why it came out a day late). At the end of George’s message was a political call to action, with a link that lead to an “anybody but Harper” message. Sending that out over UFV networks was the concern. Mark was great about it and responded quickly, but it would be nice to communicate with members without using the employer’s infrastructure — for example, if we ever went on strike. Soon we’ll be sending out information about joining the listserv. Sign up if you want to be included and you can unsubscribe at any time. Other steps we’ve taken include behind-the-scenes upgrades to our website. And the communications committee will continue to meet to discuss how to make things even better.

In summary, we’ll be trying to let everyone in our membership know what’s going on with bargaining and anything else that comes up. Check the website under the members-only sign-in section, read periodic bulletins and your *Words & Vision* newsletter, join us at any meetings we may call, and sign up for the listserv if you like.

## Call for Stewards

Soon the FSA will be putting out a call for both faculty and staff stewards to fill vacant positions. Stewards serve as contacts for union members who have questions or concerns regarding their rights and responsibilities under the Collective Agreement. They work closely with contract administrators to make certain that issues are brought forward appropriately, and stewards act as an advocate for their peers. Watch for a bulletin coming out next week.



# Policies are Political and We Can Be Too

**Christina Neigel** | Faculty Vice President

Being so very new, it is rather challenging and, perhaps, a bit unrealistic for me to comment on specific union activities. However, I can seize this privilege of having access to this important textual real estate to offer an analysis of a policy that has profound effects on students, faculty and staff. The tricky thing with policies is that they often seem rather abstract and it can be very difficult to make a connection between them and the ways we file paperwork, generate reports, develop (or eliminate) programs, populate classes and advise students. However, the struggle to improve our plight lies in understanding the systems that coordinate and organize our activities. As we attempt another round of bargaining, it may be helpful to cast our gaze, if only for a moment, on the seemingly invisible hand of government policy to grasp how post-secondary institutions in British Columbia struggle to cope. I hope that my analysis assists in exposing some of the complex ways our work is impacted by deceptively simple governmental control.

The policy I am particularly interested in is called the Tuition Limit Policy (which can be viewed at: <http://www.aved.gov.bc.ca/tuition/welcome.htm>). On the surface, there is not much to see. The policy consists of 21 lines of text that covers the tuition limit, its timing and its scope. Yet, it is in these 21 lines of text that post-secondary institutions in British Columbia have to find creative ways of managing their costs in the absence of a shrinking government base grant. These ways of coping have a range of effects on both students and employees.

### Background

In 2005, the B.C. Liberals set tuition limits to two per cent per year in their Tuition Limit Policy. This was a reversal of their previous policy which deregulated tuition, enabling institutions to raise their fees after six years of frozen tuition with an NDP government. However, these tuition hikes operated in tandem with a reduction in government funding. According to the Canadian Association of University Teachers' 2014-2015 almanac, "Federal government cash transfers for post-secondary education in Canada, when measured as a proportion of GDP, have declined by 50 per cent between 1992-

1993 and 2013-2014." The same report also contends that university spending has grown as much as 205 per cent. With increased costs and reduced transfer payments, provincial governments bear the burden of managing the growing gaps in funding and demands for post-secondary education. In other words, provinces are left "holding the bag."

This situation is based on the federal government's assumption that post-secondary education cannot be met through enhanced state-centred support (i.e. putting more federal tax-payer money towards higher education). Instead, higher education must rely on revenue generation through new markets and finding system-wide efficiencies. There is some evidence that post-secondary institutions are complicit in this ideological shift. For example, instead of challenging decreases to provincial base funding, Kwantlen Polytechnic University's core program review asks government to allow a tuition "adjustment" because "KPU needs more flexible and market-driven tuition policies if it is to provide the support services that many of our students need to be successful."

### How the Scope of the Tuition Limit Policy Affects UFV

Currently, British Columbia academic institutions cannot raise tuition more than two per cent per year. This limit applies to :

- Professional programs
- Cost recovery/continuing education credentialed programs
- All other credentialed and open enrolment programs
- Mandatory fees, including capital construction support (e.g., building fees), consumable fees (e.g., fees charged for field trips and consumable supplies) and other mandatory fees (e.g., application fees and technology fees).

However, to address the growing costs and shrinking provincial government base funding, B.C. universities and colleges address financial hardships by exploiting the exclusions in the Tuition Limit Policy. These exclusions enable institutions to adjust/set tuitions outside

of the two per cent limit:

- International student tuition and mandatory fees
- Third-party contracts
- New programming (first year). Institutions may set the initial tuition and mandatory fee rate for new instructional programs (not amendments to existing programs). After the first year, tuition and mandatory fees will be subject to the tuition limit policy
- Community/continuing education non-credentialed courses. Most of these are short-term courses offered in the evening or on the weekend (e.g., first aid, photography)
- Mandatory fees for student association or society fees (collected on behalf of student associations).

This seemingly short list of exclusions can result in an enormous range of effects. For example, students interested in new programs may find themselves faced with profoundly higher tuitions than other long-standing programs. In order to meet budgetary shortfalls in other areas, institutions like UFV can feel pressure to develop programs for non-pedagogical reasons. While it is possible to argue that some of these programs are assumed to produce higher-wage earners (masters programs, for example), it is inappropriate to assume that all graduates will earn more. Further, programs set at higher tuitions can actually limit access to a wider number of prospective students because of affordability.

In another example, the Tuition Limit Policy exclusions enables institutions to raise international student tuition. The allure of being able to charge a body of students unregulated tuition can result in an over-emphasis of international student recruitments and, even, evolving processes that favour those who pay more for tuition, resulting in domestic-international student tensions and inequities (e.g. registration priority).

Some B.C. institutions are also engaged in completely redesigning some existing programs for the express purpose of being able to call them "new" programs to set new base tuitions. Driven by financial need, such practices may have little basis in pedagogy. The workloads of staff and faculty are significantly impacted in such cases as they struggle to adjust courses, advising, and other program delivery supports.

### The Role of the FSA Members

When it comes to tuition policy, there is a great deal more that can be explored. Interestingly, there is a paltry supply of published research. Each province tackles the issue of tuition differently and there may be important lessons and insights in the examination of other provincial policies. Even in this short analysis, it is clear that the problems of workload (both staff and faculty) are intrinsically tied to the ways in which institutions like UFV address funding issues.

At UFV, we all play a role in the organization's ongoing transformation. We must think very, very carefully about how we wish to address the problems of money. Do we choose to embrace the marketization of higher education or do we resist such trends by participating in broader campaigns for state-centred higher education? We need to also be aware that decisions made at the department or, even, program levels may have unintended consequences that can drive us further towards privatization and an increasingly precarious workforce (consider our own expansion of auxiliary staff, sessionals, and limited term appointments). It becomes difficult to claim that our institution empowers and enhances students' opportunities for a better life while we fall "back on an underpaid, overworked, casual work force that, ironically, represents the very type of work most students are there to avoid."

We are now entering a new round of bargaining, and, judging by the animated email exchanges from last spring, people are concerned about the future of UFV. The difficulty is that there is no provincial or federal interest in expanding post-secondary funding. More worrisome is the fact that there is a government appetite for greater managerial control and privatization. I interpret the Tuition Limit Policy as a very clever way of pushing institutions in this direction. Despite its innocuous and understated presence on the Ministry of Advanced Education's website, British Columbia's Tuition Limit Policy impacts how we approach our work, and, ultimately, how we serve students. We can rebuild morale by working together to push back — no matter how small the push might feel. Sometimes it might seem we are standing still but it may be that we are actually holding our ground. Like it or not, the personal is political.





## Reviewing FSA Voting Procedures

**Michael Maschek** | Secretary Treasurer

During my term as secretary-treasurer I intend to address issues we currently face with respect to our voting practices and procedures. I have talked with representatives of the Federation of Post-Secondary Educators in order to assess what represents best practices in voting and I hope to introduce changes to our current system of online/email voting with the goal of improved security and anonymity. I am in the early stages of this process and will keep members updated in subsequent issues of *Words & Vision*. However, if members have any thoughts or concerns with respect to potential alternatives, please feel free to email or phone me.

### Fiscal 2015 report

The Review Engagement Report of our financial statements for the 2015 fiscal year has been completed. The association ended the year with a small surplus of income over expenditures (\$60,916, or seven per cent of total receipts). This helped contribute to our net assets, increasing 9.97 per cent to \$671,815. Of the Association's gross as-

sets, 40.1 per cent is cash and 45.7 per cent are long-term investments.

### FSA assets current status

This summer, I met with our portfolio manager to discuss our assets' current status and their ongoing management with the Worth Allaye-Chan Investment Counsel. The Counsel is comprised of independent investment managers, but has traditionally aligned with a larger corporation for access to superior infrastructure and services. They had been associated with Macquarie Private Wealth Canada. However, in November 2013, the Macquarie Group sold the Canadian Private Wealth division to Richardson GMP. It was at that point that the Counsel decided to transition to Raymond James. We discussed some of the details of this transition and the potential benefits of being associated with Raymond James, the most important being its financial strength. Raymond James has \$650 billion (CAD) in client assets worldwide, and has been profitable for 110 consecutive quarters (longer than 27 years). However, I was assured that

independence was an equally important factor. The support provided by Raymond James does not come with pressure to cross-sell products; nor do they dictate how client funds should be invested.

As for a portfolio update, the association portfolio has continued to "weather the storm" in 2015. As of October 7, 2015, the portfolio is up approximately 3.5 per cent year-to-date (2015) after fees, and a one-year return of about 5.4 per cent. During the same periods, the S&P/TSX Composite Index (a broad index of large Toronto stock exchange companies) return is -3.0 per cent YTD, and -8.4 per cent one year. We continue have higher exposures to non-commodity related sectors given our cautious position on commodities. Our material underweight in the commodities sector and our exposure to U.S. dollar denominated assets have been a key factors behind the portfolio's outperformance of the market. Our stance remains the same as caution is warranted in commodities. As such our portfolio has favoured greater exposure to financial services, technology, industrials, and healthcare. Despite the recent "global growth scare," most economists anticipate a slow and gradual recovery in the global economy, an environment which should be good for equities, and more challenging for bonds.



## Holiday Celebrations

**Emily Major** | Social Committee Chair

I just wanted to take a moment to express how excited I am to be planning this year's holiday dinner dance! This role has not been without its challenges, but I am very grateful to be working with a great team of individuals. It was disheartening to hear that the dinner dance was cancelled last year because too few tickets were sold. I am hopeful that this year's fabulous event will draw in staff and faculty who are looking to enjoy this holiday season. Our party will be held at the Chilliwack Golf and Country Club on November 21st. Tickets will soon be available

for purchase, and I look forward to seeing you all there.

I also wanted to mention that this year the FSA will be co-hosting the university's Halloween party with the Human Resources department. Come dressed in your best Halloween costume for your chance to win prizes, snack on some pizza, and celebrate this haunting holiday. I can't wait to see what costumes you will come up with this year.



# UFV and the FSA invite you

## ...to a fun-filled Halloween party

### Friday, October 30

**Abbotsford - Room A225/229**  
**CEP Campus - Black Box Theatre, 2106**

**Pizza, pop and dessert: 12:00 p.m. - 1:30 p.m.**  
**Prizes for the best costumes**

RSVP: Nancy Scarrow, local 4065 (nancy.scarrow@ufv.ca)  
 or Emily Major, Local 4055 (emily.major@ufv.ca)







# Hummus, Hamas, Oh Look! A Niqab

**Rajnish Dhawan** | Human Rights and Solidarity Representative

No matter which party wins the election, no matter who among the top three becomes the prime minister, one thing is certain: we will still have Bill C-51 in place on October 19. Bill C-51 puts pipeline protesters and terrorists in the same bracket. We will also have Bill C-24 that has created a new class of second-class Canadian citizens. If the Conservatives retain power, then we should expect more draconian laws targeted at all the conscientious voices in the country. However, if the Conservatives are booted out of power, then Canadians will be looking towards the new incumbent to address issues pertaining to these bills. Given post-election political compulsions, I am rather cynical regarding the urgency that either Tom Mulcair or Justin Trudeau will show to repeal these laws in haste.

Justin Trudeau and the Liberals voted in favour of Bill C-51, so it would be naïve to expect them to be in a hurry to repeal it. Tom Mulcair and the NDP voted against Bill C-51 and promised to get rid of it if they come to power. So far, it seems like Canada is headed for a minority government. If that happens, then the NDP will still be short on numbers and this bill will continue to threaten the peaceful protestors whose sole aim is to protect the environment for the future generations. Even if the NDP gets an absolute majority, the party will spend time consolidating its centrist position before touching these controversial laws. My understanding is that even in the best case scenario we will have to live with these laws for at least a couple of years, and in the worst case scenario, they will become a part and parcel of our life in Canada.

This cynicism is based upon the way the Conservatives hijacked the election debate from issues like jobs, the economy and immigration, to a trivial issue like the niqab, and the way the Liberals played into their hands trying to appease the extreme right, or to use Harper’s phrase “old stock Canadians.” Stephen Harper’s politics of fear and divisiveness has created a constituency of paranoid Canadians who

look at anything “foreign” with suspicion, and thanks to the numbers game that modern democracy is, no party can afford to ignore this constituency.

No matter, which party comes to power, or whether we have a minority government, human rights watch groups will have to continue to exert pressure on the government to nullify the effect of Bill C-51 and Bill C-24. An NDP majority might make the job easier,



Photo by David Dennis, Creative Commons license: <https://creativecommons.org/licenses/by-sa/2.0/>  
an NDP minority government will make it challenging, but a majority Liberal or Conservative government will make it, shall I say, Interesting. Meanwhile if you love hummus, make sure you don’t say that aloud lest someone misinterprets it as Hamas and you be arrested for supporting what our current political system considers a terrorist organization. If that happens, your best line of defence would be to create a diversion by shouting, “Oh look! A niqab!” and run the hell out of there.



# A Professional Development Primer

**Colleen Bell** | JPDC Co-Chair

I’m new to the FSA executive, so let me start by introducing myself. I’m a librarian and member of the Academic Support Faculty, and I just celebrated my 10-year UFV anniversary. I’m new to the Joint Professional Development committee (JPDC), but I’m a professional development “junkie” – I use every penny of my PD funds every year, and I use every one of my PD days. I’m not completely new to the FSA, however. I’ve been a faculty steward for several years, and I helped write Article 19 in the Collective Agreement, which defines workloads for Academic Support Faculty.

As a self-professed professional development “junkie,” I’ve had many opportunities to apply for PD. And as a supervisor, I am now responsible for signing off on PD requests from the staff I supervise. This means that I’ve also had ample opportunities to experience frustration at some of the processes that surround professional development.

Now as co-chair of the JPDC I’m experiencing yet an-

other aspect of professional development — policy-setting. One of the roles of JPDC is to develop policies, and these policies often start as questions about employees’ PD applications or expenses. For example, what is a reasonable hotel rate or length of stay? Many events make arrangements for a special hotel rate — if an employee chooses to stay at a different hotel, should they be reimbursed beyond the conference hotel rate, and if so, should there be an upper limit? And if an employee is attending an event in Vancouver that ends at a reasonable hour but they decide to stay in a hotel for an extra night, should they be reimbursed for that extra night’s hotel stay?

But another important source for policy revision or new policy development is you — what questions or concerns do you have about professional development? Have you run into roadblocks in the process? Are there aspects that you especially value or appreciate? I’d love to hear from you.



# Job Classification Audit Committee Challenge

**Connie Cyrull** | Staff Vice President


We will be bargaining again soon and though I am stepping back from the bargaining team, I am still part of the Contract committee and I feel I can represent staff in a meaningful way. My confidence is with Laura as she faces management on our behalf as staff representative. Thank you, Laura.

Hopefully we will have a new government come October 19th, and I’m sure I am not alone in that wish. At the Federation of Post-Secondary Educators conference in May, investigative journalist Michael Harris, who wrote the book “Party of One,” told us how poorly Prime Minister Stephen Harper has treated his own people. I don’t understand how our PM can sleep at night while treating average Canadians with thinly veiled contempt. Of all the products Canada exports — I really wish he could be one of them. Let’s leave it at that.

I have now become a part of the Job Classification Audit committee — a position which I believe will challenge me in more ways than just the amount of additional workload. I have only attended a few meetings so far, but am impressed at the sincere dedication of my fellow members led by Gayle Noel on the FSA side and Lisa Kwak on the management side.

In closing, I would like to say that our new FSA Social chair Emily Major has worked very hard to organize our Christmas dinner and dance and I encourage everyone to come out and enjoy some good food and pleasant company to kick off the holiday season. Watch for the posters and purchase tickets when available. It promises to be a good time!





## Advocating for Provincial Post-Secondary Education Funding

**Sean Parkinson** | President

Before I get to my report, I have three announcements. First, I encourage you to participate in UFV's United Way Campaign for 2015. The campaign will launch soon and we have a proud history of supporting the United Way of the Fraser Valley. You can contribute through payroll deduction and you can designate your gift to a specific United Way agency of your choice, or to any registered charity.

Second, I would like to personally extend an invitation to every member of the association to attend the FSA Christmas dinner and dance held this year on November 21, 2015. A poster on page 15 of this newsletter has the details.

Third, very soon we go to the polls. I urge you to learn about the major parties' platforms. Research, analyze, investigate, and make an informed choice. Also, make sure you're registered to vote. We've heard many stories from people who aren't registered despite having voted in the last election. You can find out if you're registered here: <http://www.elections.ca/content.aspx?section=vot&dir=reg&document=index&lang=e>.

Now, on to my report: outside of UFV, I have spent time connecting with other faculty associations. The presidents of the associations at Capilano, Kwantlen, Vancouver Island University, Thompson Rivers University and UFV have had preliminary discussions on coordinating work regarding issues with the University Act. I look forward to reporting on our actions in the future. I think this work with other associations and with federations like the Federation of Post-Secondary Educators and the Canadian Association of University Teachers is important, but our political interventions are mostly restricted to lobbying and non-partisan information-sharing on a narrow range of post-secondary policy issues.

As an example, on September 30, 2015, in a presentation to the Select Standing committee on Finance and Government Services, I, along with representatives from the Kwantlen Faculty Association, advocated for improvements to provincial post-secondary education funding for the 2016 provincial budget. Gillian Dearle, vice president negotiations for the Kwantlen Faculty Association, and I jointly presented, and Bob Davis, pres-

ident of the KFA, answered the committee's questions. We concluded the ten-minute presentation with four recommendations:

- The reinstatement of tuition-free Adult Basic Education programs at all our post-secondary institutions
- A direct and on-going commitment of at least \$22 million to support provincially-funded ESL programs delivered by BC's post-secondary institutions
- Improved funding support for students, both in terms of a revitalized student grant program and for student services, to ensure students can complete programs and degrees in a timely way and without the burden of a heavy debt load
- A funding formula that better responds to the cost pressures faced by B.C.'s post-secondary institutions. Specifically, we once again recommend a comprehensive review of funding to address regional inequities and core funding needs for the entire system.

You can read the entire presentation here: <http://www.ufv-fsa.ca/wp-content/uploads/2015/10/UFVFSA-and-Kwantlen-Faculty-Association-presentation-to-Select-Standing-Committee.pdf>

In addition to coordinating with other associations and federations on post secondary issues I think it is important for the UFV FSA to engage with other unions in the Fraser Valley to explore the usefulness in advocating for a broader political agenda. After all, questions of fair taxation, income inequality, and the role of the public sector all shape what happens in and to universities. An example of a campaign that could be of interest to our members can be seen at the [betterchoice.ca](http://betterchoice.ca) website sponsored by the Canadian Labour Congress. Their main issues are retirement security, health care, child care and good jobs. Although not directly post-secondary issues, they certainly impact our communities.

On Labour Day I attended the Fraser Valley Labour Council picnic and I made contact with staff reps and members of the United Steelworkers Union, the B.C. Government and Service Employees' Union and the In-

ternational Brotherhood of Electrical Workers. I believe communicating with and cooperating through the labour council is valuable.

At UFV I have spent time working on a document "Guidelines for Decision-making Within the FSA During the Collective Bargaining Period." There was recognition at the executive that some guidelines need to be established between participants — prior to negotiations — in order to foster a better bargaining climate for the association.

During the FSA's collective bargaining period (i.e., from the preparation of proposals up to the ratification of the new contract), there are many participants involved in negotiations. The individual member, the whole membership, the executive committee, the president of the association, the bargaining team, the chief negotiator and the members of each supporting committee have an interest in the ultimate outcome of this process. Each participant has the same goal: improving contract language. However, each participant does not have the same responsibility or authority. Although not yet a policy document, the guidelines clarify the reporting structures and authority we expect in collective bargaining.

I filed two policy grievances in September. The first one is on the Letter of Agreement On Development Allowance Adjustment contained in Appendix B of the Collective Agreement. This grievance has been referred to the Federation of Post-Secondary Educators' Grievance and Arbitration Review Committee. The second policy grievance is in reference to the Letter of Agreement on Department Head and Summer Semester Issues, referenced in article 18.11(g) of the Collective Agreement. The FSA and the employer have agreed to have one more meeting before the next step, which is referral to arbitration.

This week I expect to receive three reports regarding:

- Article 12.11(a)(i) (Institutional Faculty Target Levels) the so-called 70 per cent to 30 per cent ratio where the employer agrees that no more than 30 per cent of all teaching sections taught at UFV will be budgeted for a combination of sessional and limited term faculty

- Article 12.17 Student Worker Appointments, the student worker group, under this agreement, shall work no more than 25,000 hours in a calendar year
- Article 18.16 Department Head releases, stipends and compensation in lieu of releases.

I will look over the reports carefully and report my findings to you.

The FSA decided to start a new feature called did you know, featured on the cover page of this newsletter. Here's my contribution for this issue: Did you know the union is the sole and exclusive bargaining agent for the employees it represents and the employer must deal with the appointed union representatives?

The UFV FSA is certified as a trade union and that means that under the B.C. Labour Code, the union has exclusive authority to bargain. This is Article 2.2 in our Collective Agreement. The corollary in Article 2.3 is that individuals are not permitted to make agreements with the employer that conflict with the collective agreement.

So, please don't enter into agreements you are not permitted to make! For example, in Article 18.12(f) Class size increases or decreases are a matter for joint union-management consultation. Present maximum enrolment limits for each course will be presumed to be acceptable unless either side requests a review.

Yet I hear of instructors and department heads agreeing to increase class sizes.

You may respectfully decline the employer's request and let them know you are not permitted to make the agreement.

It is my intent, and my interest as leader, to galvanize the membership through information sharing. I aim to uphold the Collective Agreement for every member.

When our staff contract administrator returns from leave a priority will be to meet and talk regarding staff concerns and issues.

In solidarity,  
Sean Parkinson





## Work Both Interesting and Endless

**Randy Kelley** | Faculty Contract Administrator

As I look back to the last time I wrote for *Words & Vision*, I reflect on how much has happened and continues to happen in our workplace. I won't pretend to speak for others but I know that I have been extremely busy and I have good reasons to suspect the same holds true for my colleagues both in the FSA executive and across the institution as a whole.

Since my last report I have:

- had discussions with one of our areas regarding exclusive jurisdiction over work
- acted as FSA observer on 11 SACs
- attended ongoing meetings in support of long standing LTD (limited term disability) claim/appeal/RTW (return to work)
- attended meetings with a member related to changes in job description and assigned duties/schedule
- advanced a grievance through steps one, two, and three of the grievance process as detailed in Article 7 of the Collective Agreement
- clarified and resolved issues related to the assignment of courses under Article 18.14
- ensured courses are properly assigned to sessional instructors

- helped ensure access to dental benefits
- helped ensure access to STD/L (short-term disability leave) and transition to LTD/L (long-term disability leave)
- and worked with many members on a wide variety of questions related to the application and implementation of our Collective Agreement.

Additionally, it was my good fortune to be able to cover for our staff contract administrator since late August. During this period I have been able to meet and assist a number of my staff colleagues on a variety of issues. I'm always grateful to have the opportunity to better understand the work and concerns of all of those who contribute to our institution.

The work of ensuring that our working conditions are in alignment with those provided for in our Collective Agreement is both interesting and endless. The staff contract administrator and faculty contract administrator are supported in this work by the stewards who serve as contacts for union members who have questions or concerns regarding their rights and responsibilities under our Collective Agreement. We will soon be calling for those who wish to serve as both staff stewards and faculty stewards. I'd like to strongly encourage our members to consider serving in one of these rewarding roles. It feels great to give back – in large ways and in small ways.

**Did you know?**

Out of 240,000 public sector workers, 210,000 have settled for the provincial mandate of 5.5 per cent wage increases over five years and the remainder have yet to negotiate?



# Annual Holiday Dinner & Dance

*Bring your family, friends, and colleagues to join us in celebrating another year.*

Saturday  
**November 21, 2015**

5:30 pm cocktails  
6:30 pm dinner  
7:30 pm prizes & dancing  
Chilliwack Golf Club, 41894 Yale Road

**Cost:**  
\$20 per ticket includes dinner, dessert and complimentary wine.

**Tickets:**  
**Abbotsford** - Faculty Services, Kathy Gowdridge, B385a | **Clearbrook Centre** - Reception  
**CEP** - Student Services, Denise Tuchscherer, A1318 | **TTC** - Deborah Hawkes, T1006  
**Mission** - Joan Johannessen, D135 | **Hope Centre** - Michelle Vandepol, H115  
**Agassiz** - tickets can be purchased by mail

**Donations for the local food bank gladly accepted.**

For more information or questions, please contact Emily Major, FSA social committee chair by email (emily.major@ufv.ca) or by phone (local 4055)



## FSA CONTACTS 2015 - 2016

### Executive

President	Sean Parkinson	4584
Faculty Vice-President	Christina Neigel	4558
Staff Vice-President	Connie Cyrull	4214
Faculty Contract Administrator	Randy Kelley	4354
Staff Contract Administrator	Laura Chomiak	4593
Chief Negotiator	John Carroll	4148
Secretary/Treasurer	Michael Maschek	4135
Communications Chair	Lisa Morry	2471
Agreements Chair	Vicki Grieve	2439
JCAC Co-Chair	Gayle Noel	4093
JPDC Co-Chair	Colleen Bell	4396
OH&S Co-Chair	Noham Weinberg	4493
Social Committee Chair	Emily Major	4055
FPSE Rep. Status of Women	Teresa Piper	4061
FPSE Rep. Human Rights	Rajnish Dhawan	4784
FPSE Rep. Non-Regular Employees	Clare Dale	4389

### Local

### Faculty Stewards

Vacant

### Staff Stewards

Vacant

### Office Administration

Member Services & Procedures	Tanja Rourke	4530
Finance	Harman Dhaliwal	4475

### Local

[www.ufv-fsa.ca](http://www.ufv-fsa.ca)

## A BETTER CHOICE from the Canadian Labour Congress

### A Better Choice for Retirement

Canadians are worried about their retirement, and the number of seniors living in poverty is on the rise. If you or a family member is nearing retirement age and worried about not having enough money saved, you're not alone. For some, Canadians, the investment returns they were promised never materialized. Others just couldn't save enough on their own.

After a lifetime of hard work, no one should have to retire in poverty.

### What kind of health care do we need now and for future generations?

Canada is aging. By 2026, one in five of us will have reached age 65, and over the next 10 years we face a shortage of 86,000 long-term care beds.

Considering many of us already struggle to find quality elder care for our loved ones, it's no wonder we worry about having the health care we'll need in the future.

Four million Canadians don't have a family doctor. Then there's home care, dementia care and mental health care — will you and your family be able to access these services if you need them?

### So why can't the rest of Canada benefit from a national child care system?

Today, four out of every five children under six years old don't have access to a regulated child care space. For many families, the cost of child care is their second-highest expense after housing. In Ontario, for example, families can spend between \$40 and \$60 a day for care — in bigger cities, the cost can be even higher.

Finding quality, affordable care shouldn't be a never-ending struggle. Quebec's example shows that affordable child care benefits everyone.

A national child care system is a better choice for children, families and the economy. Use your vote to choose a better future.

### A Better Future

What kind of Canada do we want to leave for our children and grandchildren?

Our shaky economic recovery has left 2.8 million Canadians unemployed or underemployed. Nearly three-quarters of the jobs created over the past six years have been unstable — part-time, temporary or in the self-employed sector.

Right now, nearly one million Canadians have to juggle multiple jobs just to make ends meet.

See more at: <http://betterchoice.ca/>